

SR. COMMUNITY HEALTH NURSE-HOSPICE

JOB TITLE: Sr. Community Health Nurse-Hospice

GRADE: 18

JOB CODE: 2106

DATE: 3/20/95

GENERAL FUNCTION: Under general direction of the nursing supervisor provides moderate to difficult intermittent skilled services in the palliation and management of terminal illness and related conditions to patients participating in the hospice program.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Participates as a member of an interdisciplinary group in the establishment and periodic review and update of a plan of care for the patient.

Initiate and maintain communication with attending physician, other hospice and home health disciplines, and other agencies, as needed, to coordinate optimal care and use of resources for patient and family.

Obtain data on physical, psychological, social and spiritual factors that may influence patient/family health status and incorporate into plan of care. Initiates appropriate referrals to other community agencies.

Provides intermittent skilled nursing services.

Maintain an effective system of clinical records for hospice patients in accordance with appropriate standards.

Coordinates treatment plan with other care givers such as, physician, home health aides, LPNs, social workers, and pastoral counseling.

Makes supervisory visits of patients to evaluate services and performance of home health aides.

Coordinates and supervise the volunteer placements with hospice patients/family and establish or coordinate volunteer training activities.

Familiar with hospice policies of agency and rules and regulations of state and federal bodies.

Provides skilled nursing services such as, wound care and packing a necessary, catheterization, venipuncture, I-V therapy, injections, decubitus caretaking and evaluation of patient, etc.

Participates in utilization review for quality of services.

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Conducts performance evaluations for appropriate staff.

Keeps updated on Medicare/Medicaid regulations and other regulatory agencies and keeps staff informed of pertinent changes.

Participates in employee orientation and training programs.

SUPERVISION RECEIVED: Limited supervision with alternating periods of autonomy and general review. Supervisor plays substantial role in setting objectives and organizing work.

SUPERVISION EXERCISED: Supervises designated staff such as home health nurse, and may supervise home health aides for competency evaluation.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Good knowledge of professional nursing theory and standard nursing protocol; the legal implications of the practice of nursing; the relationship of other resources available for referral of patients; standard laboratory tests and radiological procedures; signs and symptoms of a variety of common diseases; of a wide variety of nursing techniques and procedures; of the preparation of nursing care plans.

Considerable skill in the application of nursing techniques, procedures, and instruments.

Working skill in interviewing and counseling patients; in communicating observations, information, or recommendations regarding diagnosis or treatment to medical professionals and other staff in written or oral form.

Considerable ability to learn the policies, procedures, and programs of the area of assignment.

Working ability to comprehend, communicate and apply state and federal laws and health laws which affect patient care.

Ability to work cooperatively with other professional and sub-professional staff members or members of an interdisciplinary or nursing team.

Ability to delegate responsibilities to subordinate direct care staff commensurate with their skills and experience;

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Ability to identify a variety of symptoms commonly encountered in the area of assignment and to determine the appropriate treatment strategy, disposition, or referral for such conditions or behaviors.

Accurately interpret complex clinical situations.

Flexible and accomplished in setting priorities.

Minimum Education, Training, and Experience Requirements: Bachelors of science degree in nursing from an accredited college or university and at least one (1) year of experience in a community health setting, or acute care setting

OR

Graduate of an associate degree or diploma program in nursing which is State approved. Two (2) years experience in a community health setting, or acute care setting.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.